

EXHIBIT 10

Begin forwarded message:

From: "Figlio, David" <David.Figlio@Rochester.edu>
Subject: **Re: You grievance and note entitled Removal of students!**
Date: August 19, 2023 at 11:19:17 AM EDT
To: "Dias, Liyanagamage" <rdias@rochester.edu>
Cc: "Heinzelman, Wendi" <wendi.heinzelman@rochester.edu>, "Perucchio, Renato" <rlp@me.rochester.edu>

Dear Ranga,

Wendi Heinzelman shared your letter of concern supporting your grievance regarding the removal of students from your lab.

As I mentioned in my email of August 15, 2023, the next step will be for us to schedule an in-person meeting, at your initiation, to discuss your grievance and Wendi's response. Because you filed a grievance against a dean, I (as her supervisor) am the appropriate person to make a determination.

Please let me know if you would like to schedule this meeting and we will arrange it.

Best wishes,
David

David Figlio ([he/him](#))

Provost and Gordon Fyfe Professor of Economics and Education
University of Rochester

From: Heinzelman, Wendi <wendi.heinzelman@rochester.edu>
Sent: Saturday, August 19, 2023 9:42 AM
To: Dias, Liyanagamage <rdias@rochester.edu>
Cc: Perucchio, Renato <rlp@me.rochester.edu>; Heinzelman, Wendi <wendi.heinzelman@rochester.edu>
Subject: RE: Removal of students!

Hi Ranga,

I very much appreciate you sharing with me your and the students' concerns. Given you are grieving the decision to remove students from your lab, and Provost Figlio is currently considering this grievance, I will pass along your email to him so this can be part of his consideration.

Sincerely,
Wendi

From: Dias, Liyanagamage <rdias@rochester.edu>
Sent: Friday, August 18, 2023 11:54 PM
To: Heinzelman, Wendi <wendi.heinzelman@rochester.edu>
Cc: Perucchio, Renato <rlp@me.rochester.edu>
Subject: Removal of students!

Dear Wendi,

I hope this email finds you well.

Please find attached letter regarding the recent information conveyed to me regarding the decision to reassign my students from my laboratory.

Thank you for your understanding and attention to this matter.

Regards,
Ranga